

Guiding Principles

- We remain focused on our goals.
- We all bring something valuable and unique to the table.
- We respect each other, motivate each other, stretch each other, move forward when a teammate is absent, and pat each other on the back as we succeed together.
- We are passionate about what we do and maintain our high energy by striking a balance between our personal and professional obligations.
- We have a bias toward action, execution, and positive results.
- We will strive for excellence in everything we do but realize that being perfect isn't always an option. At the end of the day, we must have made progress toward our goals.
- We seek first to understand and then to be understood.
- We take challenges head-on and always seize the opportunity to learn from our experiences to allow us to get better.
- We consciously set aside time to give each other feedback and monitor the quality of our work and progress toward our goals.
- We recognize key encounters with clients before they happen and capitalize on them to create a positive image for our team.
- We put our clients first. We answer our clients with, "Yes, and..."